

Early Career Framework

April 2024 Early Career Teachers (ECTs)

What is the Early Career Framework?

The Early Career Framework (ECF) is a fully-funded entitlement to a structured two-year package of high-quality professional development at the start of your teaching career. The ECF is part of the statutory entitlement for Early Career Teachers (ECTs).

The ECF is the evidence base which underpins the training curriculum and entitlement for ECTs. It sets out what you should learn about and learn how to do, during the first two years of your career and builds upon your Initial Teacher Training as part of a spiral curriculum.

East Manchester Teaching School Hub work in partnership with University College London to deliver the ECF Programme. We use a platform called [UCL Extend](#).

For the FULL details of the ECF, please check out our '[ECT ECF on a Page](#)'.

What is my role as an Early Career Teacher (ECT)?

An ECT is a teacher in the first two years of their career. ECTs have two years to develop and refine their practice against the teachers' standards and must pass statutory induction to continue working as a teacher. ECTs follow the ECF which is not assessed; however, **you must engage fully with this programme as part of your induction.**

During this time, ECTs will be supported by a mentor, and an Induction Tutor. **Your mentor will support you through the ECF Programme;** your Induction Tutor will assess your progress against the Teachers' Standards which is the legal part of your induction. They will write your progress reviews in terms 1, 2, 4, and 5, and formal assessments in terms 3, and 6. As part of this process, they will formally observe you, provide feedback and meet with you to discuss your progress.

April Schedule: Statutory Induction and Early Career Framework

	Term One		Term Two		Term Three		Term Four		Term Five		Term Six	
Statutory Induction For FULL TIME ECTs	Y1 Progress Review One		Y1 Progress Review Two		Formal Assessment One (End of Year One)		Y2 Progress Review One		Y2 Progress Review Two		Formal Assessment Two (End of Induction)	
ECF	School Induction	Module Nine	Module One	Module Two	Module Three (i)	Module Three (ii)	Module Four	Module Five	Module Six	Module Seven	Module Eight (i)	Module Eight (ii)

As an April ECT, you will complete your statutory induction and the ECF on a slightly different schedule to September ECTs.

You will start with a general induction to your school and **Module Nine** (the final module) of the ECF. This is so you can continue your ECF journey and attend face-to-face training with EMTSH from September onwards starting from **Module One** with a focus on managing behaviour and high expectations. This will allow you to meet, network and collaborate more widely with other ECTs in the area who are also at the start of their ECT journey.

What do I need to do to start the Early Career Framework?

Summer One April to May	<p>Take the opportunity to settle in:</p> <ul style="list-style-type: none"> Meet with your subject mentor Explore your class(es) information: SEND, PP, EAL Get to know your class(es) and – where possible and relevant – parents. Discuss your targets from your training year or previous school experience Familiarise yourself with the school: observe other colleagues, speak to the SENCO, speak to pastoral staff Familiarise yourself with the school's policies and priorities Ask for a calendar of events for the term: what can you get involved in over the summer term Speak to your Head of Department and ask about next year: what can you do to contribute to the development of the department?
Summer Two May to July	<p>Complete Module Nine of the ECF:</p> <ul style="list-style-type: none"> Module Nine requires you to carry out TWO school visits. This could be to TWO different schools with a different context to your own OR a different phase or department in your own school. During these school visits, you can do a learning walk, shadow a teacher for a day, shadow a pupil for a day or observe a particular lesson with a focus on something you wish to improve in your own practice. You will need to organise these visits with the support of your Induction Tutor and/or Headteacher. Once you have completed the school visits, complete the 'School Visit Completion Forms' on UCL Extend: Week One and Week Four, summarising the outcomes of your school visits. <p>You can write something like: <i>I visited a school with a high proportion of pupils with EHCPs. I observed one pupil across three different subjects and observed the teachers using additional prompts, reminders and an outline for the lesson to support this pupil. This provided clarity and achievable goals for the pupil which meant they could work more independently.</i></p>

If you have any questions, please contact us...

www.eastmanchesterteachinghub.com | ecf@eastmanchesterteachinghub.com | 0161 785 5083 | For more information see our [ECF Handbook](#)